

# PROCLAMATION

*Whereas*, the law firm of \_\_\_\_\_

subscribes to the fundamental belief that society is best served by a legal profession which reflects an inclusive, diversified membership; and,

*Whereas*, the firm pledges to conform to the obligations under the Americans with Disabilities Act of 1990, and related state and federal laws; and,

*Whereas*, the firm pledges to ensure a work environment which is free of bias against persons with disabilities; and,

*Whereas*, the firm pledges to accord all qualified persons with physical and mental disabilities full and equal employment opportunities in all aspects of the application and employment process, including recruitment, hiring, retention, advancement, compensation, training, work-related activities and all other policies and practices and terms, conditions and privileges of employment, held and desired, unless to do so would impose an undue hardship or an individual poses a direct threat; and,

*Whereas*, the firm pledges to provide reasonable accommodations to otherwise qualified applicants and employees with disabilities in all aspects of the application and employment process, unless to do so would impose an undue hardship or an individual poses a direct threat; and,

*Whereas*, the firm pledges that in all aspects of the application and employment process all qualified persons with disabilities shall have full and equal opportunities (i) to be considered for a job; and (ii) to perform the essential functions of a job, held or desired; and, (iii) to attain the same level of performance as their counterparts without a disability; and (iv) to enjoy the same level of terms, conditions, and privileges of employment as are available to their counterparts without a disability; and,

*Whereas*, the firm pledges to implement policies and procedures in furtherance of the objectives of this Pledge Program; and,

*Whereas*, the firm pledges to work collaboratively with the State Bar, the Judiciary, Law Schools and Bar Associations in furtherance of the objectives of this Pledge Program; Now,

*Therefore*, The State Bar of California is pleased to recognize \_\_\_\_\_ for making the commitment to secure the just and lawful rights of colleagues with disabilities.

*In witness thereof, the undersigned have set hand this* \_\_\_\_ *day of* \_\_\_\_\_, 2004 A.D.

*Anthony P. Capozzi, President  
The State Bar of California*

*Anil K. Mehta, Chair  
Committee on Legal Professionals with Disabilities*